

TO: ROBERTO DEL RIOS, EXECUTIVE DIRECTOR; ASPIRA INC. OF NJ
FROM: NOEMI VELAZQUEZ, BOARD OF DIRECTORS CHAIRPERSON
RE: BOARD CONCERNS ON PERFORMANCE
DATE: MARCH 19, 1997

On March 8, 1997 the board of directors of Aspira Inc., of New Jersey met to discuss various concerns regarding the programmatic and fiscal status of the agency, as well as your performance in general. Much concern was expressed by all present, subsequently unanimously urging that I convey a list of concerns to you.

Please be prepared to address all the following concerns at the discretion of the board, but prior to your evaluation April.

- Personal Improvement Plan
- Yearly written documentation to National
- Follow up* -Reach out from Dr. Karen Daguarro
- Letter from Dr. Avgon from Rutgers
- Proposals
- P.S.E. & G.
- ~~-Letter of thanks for luncheon~~
- Follow up on correspondence
- Lobby *General appearance of ASPNA Center lobby and Offices*
- Alumni Association / *Corporate Sponsors*
- Outdated pamphlets/letterhead
- Nets ticket sale
- Missing documents - *incomplete proposals*
- Letter from Newark Superintendent
- Paterson lack of attendance
- Poor response*
- *Welfare Reform identify areas*
- Advocacy*
- Database*

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- Following*
- Personal Improvement Plan
 - Yearly written documentation to National
 - ~~-Reach out from Dr. Karen Daguerre~~
 - ~~-Letter from Dr. Argen from Rutgers~~
 - Proposals *incomplete*
 - P.S.E. & G.
 - ~~-Letter of thanks to luncheon~~
 - Follow up on correspondence
 - ~~-Copy~~ *General appearance of Aspira entrance & office*
 - Alumni Association
 - Outdated pamphlets/letterhead
 - Nets ticket sale
 - ~~-Missing documents~~
 - Letter from Newark Superintendent
 - Paterson ~~lack of attendance~~
 - activity poor response*
 - Welfare Reform advocacy
 - Data base update
 - Committee of corporate sponsors
 - Strategic 3 yr. Plan

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- follow up* —
- Personal Improvement Plan
 - Yearly written documentation to National
 - Reach out from Dr. Karen Daguarro
 - Letter from Dr. Avgon from Rutgers → [ok]
 - Proposals
 - P.S.E. & G.

- ~~-Letter of thanks for luncheon~~
- Follow up on correspondence
- ~~-Lobby~~ *ag*
- Alumni Association / *Dodo Sale*
- Outdated pamphlets/letterhead
- Nets ticket sale → *b*
- Missing documents *Angel*
- Letter from Newark Superintendent → *e*
- Paterson lack of attendance

before Rios Advocacy

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- Letter from Dr. Avon from Rutgers
- Proposals
- P.S.E. & G.
- Letter of thanks for Luncheon
- Follow up on correspondence
- Lobby
- Alumni Association
- Outdated pamphlets/letterhead
- Nets ticket sale
- Missing documents
- Letter from Newark Superintendent
- Paterson lack of attendance
- Welfar Reform ADV
- Data (Lack of)
- Three Year Plan

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- ~~-Letter of thanks for luncheon~~
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- Lobby
- Alumni Association
- Outdated pamphlets/letterhead
- Nets ticket sale
- Missing documents — *Encumbrance proposals*
- Letter from Newark Superintendent
- Paterson lack of attendance

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Fall-up *in context*
- ~~Reach out from Dr. Karen Daguarro~~
- Letter from Dr. Avgon from Rutgers
- Proposals
- P.S.E. & G.
- Letter of thanks for luncheon
- Follow up on correspondence
- Lobby *General Appreciation of Center and Aspira Office*
- Paterson Activity* *poor attendance*

- Alumni Association
- Outdated pamphlets/letterhead
- Nets ticket sale
- Missing documents
- Letter from Newark Superintendent
- Paterson lack of attendance *Don't know*

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